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[Aller au sommaire du numéro](#)

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du spécialiste étranger du droit du travail en ce qu'il lui apportera la possibilité de saisir l'esprit général de cette organisation poussée des rapports entre partenaires sociaux qui a surtout caractérisé ce droit depuis l'après-guerre, de même que la nature des tensions nouvelles auxquelles il se trouve actuellement soumis, tensions qui connaissent de moins en moins de frontières.

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Work in the Changing Canadian Society, by Mervin Y.T. Chen and Thomas G. Regan, Toronto, Butterworths, 1985, pp. XIV + 289, ISBN 0-409-82335-X

This is a review of several vital social dimensions of work in contemporary Canada. It starts with the development of **labour force** influenced by the growing participation rate: in the period 1961-1981 it has grown from 55% to 65% in general, and from 29% to 66% among the women in the age group 25-34. The growth of services and the decline of the primary sector in the labour force allocation has also contributed to change. The next chapter deals with **occupational choice**. Unfortunately here is not considered how much the decisions of Canadians regarding their occupational careers actually match the needs and necessities of the Canadian economy exposed to the growing competition with other economies. In the chapter on **socialization** to work the mechanism of acquiring necessary skills and attitudes is well presented on professional or semi-professional examples. However, no attention is paid to the clash between egoism and collectivism. How much the mechanisms of socialization really contribute to the good citizenship? Under the conditions of an economic stress several occupational groups promote their own interests on expense of public interest, and this is an obviously better evidence of poor socialization in the broader sense than only the loyalty to one's own occupational group.

In the chapter on occupational **careers** some emphasis would be needed on the moral aspects and actual social utility what people are actually doing. Depending on the perspective on a given career we will see it much differently. For example, a much popular teacher from the deeper professional perspective may be just a failure even if he/she collects the best student evaluation scores for his/her cheap jokes. Several superficially successful occupational careers are actually damaging to the society instead of benefitting it when the career performers neglect some essential duties. Also the organizational aspect of careers would need to be better recognized. There is quite often a conflict between organizational loyalties and professional loyalties. People who fail from an organizational perspective may be heroes from a professional perspective. Dilemmas related to careers are quite often painful and the reader should be made aware of it. In complex organizations the careers are quite often much more unstable as may be concluded from the statement that «everyone in a formal organization has a stable set of expectations» (p. 92). Especially in the time of economic decline people have many good reasons to worry about their occupational careers and this aspect is definitely underestimated by the authors.

In the chapter on occupational **mobility trends** are exposed and justifications are reported regarding the allocation of manpower and the chances of advancement. Increasing size of social groupings leads to the multiplication and reinforcement of regulatory mechanisms. Work processes and work groups are increasingly fragmented (specialization). Mutual relations between working people are standardized. People differ in the nature of work tasks, prerequisites for entry, the work situation, and the type of social organization for the task. Education, income and prestige in mutual combination put people accordingly on the social hierarchy. Missing in this broad picture is the gap between aspirations and occupational realities much reinforced by mass advertisement, consumer orientation, easy entrance to educational channels and general per-

missiveness. Especially among the young people in the West there is much confusion about the values of the society they live in; they receive conflicting messages from the 'significant others'. For example, «The confusion in American society — the constant stress on sex at all levels at the same time as many organized groups oppose realistic sex education — causes a similar confusion in most of the students who are both obsessed with sex and strangely ignorant about how to cope». (W.J. Weatherby, «The Future New York Offers the World», *Manchester Guardian Weekly*, 1984, 132, 14:8). High unemployment among the young contributes to confusion and the feeling of insecurity. Many people do not know what to do with themselves. Several categories of the population even in rich countries remain disadvantaged; there is a definite gender inequality; in the multicultural societies certain groups remain privileged in comparison with the others.

The chapter on work organizations shows them as structured identities but does not contain enough insight into the **mission** these organizations serve for. In the modern world the awareness of this leading factor seems to be definitely too weak in the West, and this lowers the competitive power of its complex organizations. There is here also the issue of a weak socialization potential of basic institutions. For example, one of the problems of the western industrial democracies is their hesitancy to tax their citizens more heavily when offering more social benefits. The extension of these benefits has grown at the expense of national debt; in the period 1974-84 the debt load in percent of GNP has grown from 58 percent to 85 percent in Italy (10%) (debt service in 1984 as percent of GNP) from 20 percent to 40 percent in West Germany (3%), from 44 percent to 58 percent in Canada (8%), from 28 percent to 37 percent (France), from 44 percent to 46 percent in the US, from 18 percent to 68 percent in Japan (5%); in the UK it has declined from 70 percent to 55 percent (5%) (Die Zeit, 1985, 9:13).

Living beyond our means appears as the main problem of the present day organization

society and this definitively conditions all issues of work. A sustainable development strategy includes stabilizing population, reducing dependence on oil, developing renewable energy resources, conserving soil, protecting the earth's biological systems, and recycling materials. (Lester R. Brown et al, **State of the World 1984**, A Worldwatch, Institute Report on Progress Toward a Sustainable Society, New York, W.W. Norton, 1984.). A different reasoning is badly needed. For example, oil used per \$1 000 world economic output has almost doubled in the period 1950-1973 making many weak economies particularly vulnerable to the rising price of oil. Not only car production has suffered but even more the food production — its annual growth has declined from 3 percent in the period 1950-73 to 1 percent in the period 1979-83. The cost of oil in wheat has grown eleven times in the period 1973-82. The topsoil depletion is a very serious problem; forests are devastated; there is a steady decline in the world's beef consumption; the increase of world fish catch fell from 6 percent in the period 1950-70 to less than 1 percent. The world is engaging in wholesale biological and agronomic deficit financing. The debt overhang is a problem in several countries; for example, the U.S. debt per person has grown in the period 1960-84 from \$1 616 to \$6 827. The world exports have declined by 12 percent in the period 1980-83, and gross world product per person has declined in annual growth from 1.7 percent in the period 1973-79 to 0 in the period 1979-83. The depletion of resource basis needs a heightened awareness how urgent are our world problems. The value of arms imports into the Third World has now climbed above that of grain imports but the impoverished population needs food and not guns (Lester R. Brown).

In the chapter on complex organizations it would be worth to pay also more attention to the **effectiveness** of various enterprises. For example, we have more and more evidence that **big** complex organizations are not necessarily effective. Rather the opposite is true.

The changing nature of the consumer market has consequences, among others, for the nature of the enterprises. The mass production of standardized products gives way to a much more entrepreneurial and diversified activities in which middle size and even small enterprises show more success than big bureaucracies; in the latter innovation is not adequately appreciated. (See Karl Aiginger and Gunther Fichy, *Die Grösse der Klein- Die überraschenden Erfolge kleiner und mittleren Unternehmen in der achtziger Jahren*, Vienna, Signum Verlag, 1984). Data show that particularly middle-size enterprises are better in profits in this respect than big enterprises; there is more job security, the satisfaction from work is higher. The great advantage is here a much shorter and less cumbersome decision process.

New jobs appear now in the new technical fields in which middle and small enterprises are particularly suitable to achieve success. For example, in the US during the period 1974-82 data processing jobs grew almost three times faster than the office jobs. The success of the US in the job creation (in the period 1970-1983 employment in the US has improved by 2.7 percent in comparison with 5 percent decline in West Germany) is due mainly to the new technology and services, and in these both fields big bureaucratized enterprises have not much to offer. The example of West Germany illustrates well the impact of technological and market changes on employment. In order to defend their market position, several enterprises substituted people by machines lowering the labour cost in the period 1975-83 from 25 percent to 20 percent; this was particularly valid for coal mining, construction, shipyards and textile where the decline of jobs was high. On the other hand, machine construction, electronics, car production and chemistry together have grown in the total industry during the period 1960-83 from one third to a half (*Die Zeit*, 1985. 11:10).

In the chapter on the **labour unions** trends appearing in Canada are discussed. In the period 1963-83 union membership as the percentage of non-agricultural workers has

grown from 30 to 40 and the share of national unions (including directly chartered unions and independent local unions) in the total membership has grown from below 30 percent (1961) to 59 percent. Unfortunately, the book does not go into the conflictual nature of union management relations in Canada and its negative consequences for the whole economy of the country. When facing the economic crisis unions do not have power enough to do much constructive especially for the young generation.

The last chapter deals with **technology** and work. It is difficult or even impossible to deal with this area in general. Depending on several circumstances people may react to the same technology in a variety of ways. For example, what seems boring to a worker in a sophisticated economy will be a fascinating novelty in the developing economy. Marx was right taking technology, people and social organization together and technology should be considered within the **specific** socio-economic contexts. It seems doubtful to generalize about social impact of technology in a universal manner neglecting conditions under which a given technology may be more or less acceptable, useful, applicable and welcome. The account of costs and benefits of technology needs a market specification without which it does not make much sense.

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Le travail: quête de sens, quête d'emploi,
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Dans ce numéro thématique consacré au travail, Louis Gosselin de l'Université du Québec à Rimouski a réuni deux ensembles de textes d'un genre bien différent. La portion la plus substantielle est formée de 5 articles qui traitent de la notion de travail et de son évolution dans la théologie chrétienne (Louis O'Neil), la doctrine de l'Église catholique depuis Vatican II (Jacques Racine), la